In May 2019 we carried out a national survey to evaluate the impact of the Valuing All God’s Children guidance document which was published in November 2017.

291 responses representing 6% of all CofE Primary schools and 3% of all CofE secondary schools.

- 95% of respondents were aware of Valuing All God’s Children and 89% of respondents had read the guidance.
- Half of the respondents had received training or support from their diocese.
- 160 respondents said they had engaged with an external training provider – 21 different organisations were mentioned but the biggest training provider is Stonewall.

83% agreed that the guidance was informative and useful.

Respondents said that the guidance:

- is clear, easy to follow and informative.
- helps schools review or develop policies.
- raises awareness and understanding.
- gives a clear message of inclusion from the Church.
- helps schools understand how to approach these matters from a Christian perspective.
- validates this work and enables schools to explain the importance of being inclusive.
- provides a conversation starter and helps with parental engagement.
- is up to date with the modern world.

50% of respondents agreed or strongly agreed that the guidance had impacted positively on pupils’ wellbeing.

53% agreed or strongly agreed that it has impacted positively on staff and teachers’ confidence to respond to homophobic, biphobic or transphobic (HBT) incidents.
Schools were asked how many homophobic, biphobic or transphobic bullying incidents they had recorded in the 2017/18 academic year. Nearly 70% of respondents recorded zero incidents, but the comments suggested that one-off incidents, usually homophobic language, do still occur but are not always recorded.

Schools should ensure that all incidents are recorded in their incident log.

Respondents were asked what challenges they face when trying to tackle HBT bullying and when trying to create an LGBT+ inclusive environment.

50% of answers were about the challenge of parental and community attitudes.

Key challenges:
- Reactions, attitudes and views of parents/community members – how to engage effectively with them.
- Pupils not understanding the language they are using or their actions.
- Living in a non-diverse area.
- The influence of social media.
- Knowledge, awareness and confidence of staff.
- Ensuring an age-appropriate approach.
- Balancing faith perspectives with tackling HBT bullying.
- Practical challenges: lack of time, lack of finance and difficulty creating facilities (e.g. appropriate changing or toilet facilities for a trans child).
- Difficulty engaging with governors on this topic.

Some respondents said they faced no challenges because there were no LGBT people in their school/community.

Whether there are known LGBT members of the school community or not, it is vital that all schools have effective anti-bullying policies and procedures in place and that they educate their pupils about diversity and inclusion.